

## Message Text

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ACTION EUR-12

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SUBJECT: 1974 GENERAL REVIEW OF SALARIES FOR THE  
COORDINATED ORGANIZATIONS

REF: A) USNATO 3053; B) STATE 120920

1. SUMMARY. AT WP-12 MEETING, THERE WAS MODERATION OF DELEGATIONS POSITIONS ON COST OF LIVING FORUMLA ATTRIBUTABLE MAINLY TO THREAT OF WORK DISTURBANCES. MOST DELEGATIONS EXPRESSED WILLINGNESS TO APPLY THE REDUCTION IN COST OF LIVING ADJUSTMENTS ONLY TO GRADES A-4 AND ABOVE TO AND TO ACCEPT JANUARY 1, 1976 AS THE EFFECTIVE DATE FOR THE NEW PROCEDURE. END SUMMARY ACTION REQUESTED: REQUEST INSTRUCTIONS PARAS. 3 AND 4, FOR USE IN CCG MEETING JUNE 11 AND 12.

2. GERMAN DELEGATION, WITH SUPPORT FROM UK, BELGIUM, FRANCE AND NETHERLANDS, PROPOSED THAT NEW COL PROCEDURES COME INTO FORCE ON JANUARY 1, 1976, HAVE AN EXCEPTIONAL REVIEW PROCEDURE IF PRICE INDEX EXCEEDED 10 POINTS IN FIRST 4 MONTHS OF EACH SEMI-ANNUAL ADJUSTMENT  
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PERIOD, AND TO REVIEW PROCEDURES DURING 1976 GENERAL

REVIEW OF SALARIES. UK PROPOSAL TO APPLY REDUCED COST OF LIVING FORMULA TO GRADES A-4 AND ABOVE WAS SUPPORTED BY GERMANY, BELGIUM AND FRANCE. ONLY NETHERLANDS AND US CONTINUE TO PRESS FOR APPLICATION OF COST OF LIVING REDUCTIONS TO OTHER A GRADES AND TOP B LEVEL GRADES. US REMAINS SOLE PROPONENT PUTTING NEW COL PROCEDURES INTO EFFECT JULY 1, 1975 AND TO OPPOSE GRANTING STANDARD OF LIVING INCREASE FOR A AND L GRADES AT AVERAGE BUDGET CHARGE OF 2.5.

3. MISSION BELIEVES THERE CONSIDERABLE MERIT IN SLOWING ADVANCE IN SALARIES AT SENIOR LEVELS OF COORDINATED ORGANIZATIONS AND FEELS THIS POLICY OBJECTIVE COULD BE MET BY ACCEPTANCE GERMAN AND UK PROPOSALS. US MAINTENANCE OF FIXED POSITIONS ON EFFECTIVE DATE OF NEW COST OF LIVING PROCEDURE, ON DENIAL OF ANY EXCEPTIONAL REVIEWS, ON APPLYING A REDUCED COST OF LIVING ADJUSTMENT TO ALL A, L AND TOP B GRADE POSITIONS AND IN OPPOSING STANDARD OF LIVING INCREASE FOR A AND L GRADES PLACES US IN FOREFRONT OPPOSITION AND MILITATES A GA INST ATTAINING REASONABLE SOLUTION THAT CAN BE SUPPORTED BY OTHER DELEGATIONS. MISSION RECOMMENDS CONTINUATION FIXED POSITIONS DURING FIRST SESSION NEXT CCG MEETING BUT TO BE IN A POSITION JOIN CONSENSUS PROVIDED THAT THE REDUCED COST OF LIVING FORMULA IS APPLIED TO MOST A LEVEL POSITIONS EVEN IF THE EFFECTIVE DATE MAY BE POSTPONED UNTIL JANUARY 1, 1976.

4. ONLY NEW AGENDA ITEM FOR NEXT CCG MEETING IS EXCEPTIONAL REVIEW OF REMUNERATION OF STAFF OF COORDINATED ORGANIZATIONS SERVING IN PORTUGAL, ITALY, GERMANY, GREECE, TURKEY AND UK (CCG/W(75)32 AND 35). SECRETARIES GENERAL PURPOSE EXCEPTIONAL COST OF LIVING ADJUSTMENTS FOR STAFF IN PORTUGAL 9.1 EFFECTIVE FEBRUARY 1, 1975; ITALY 7 EFFECTIVE MARCH 1, 1975; GERMANY 5 GREECE 8.8 TURKEY 7.1 PORTUGAL 9.5 EFFECTIVE APRIL 1, 1975 AND UK 8.6 EFFECTIVE MAY 1, 1975. UNLESS INSTRUCTED OTHERWISE, MISSION WILL APPROVE THE COST OF LIVING INCREASES AS ADVANCES ON THE GENERAL REVIEW.

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